

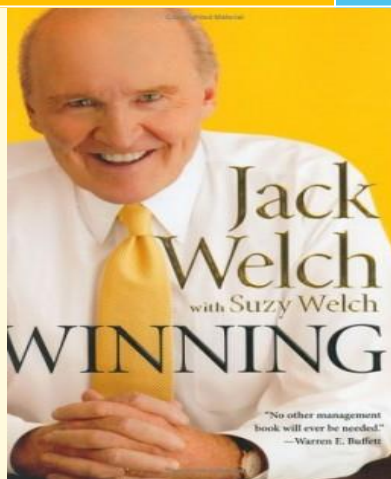
Book Review: **Winning**- by Jack Welch with Suzy Welch

Winning is one of those books you salivate at when you read the commentary at the back. Bill Gates says, “A candid and comprehensive look at how to succeed in business-for everyone from college graduates to CEOs.” It also comes highly recommended by Warren Buffet who asserts that, “no other management book is needed.” Now Bill Gates is a voracious reader and well, if he recommends a book then it must be good.

I just needed to read the first Chapter to agree with the praise the book was getting; aptly named MISSION AND VALUES so much Hot Air About Something So Real. The chapter basically breaks down the process of setting an organisation’s mission and values and explains why it so important. If after reading the Chapter, one does not go back to analyse their organisation’s goals then they did not understand it.

The book is written in an easy way, Jack breaks down complex business concepts and makes them palatable to someone without any business training. Perhaps this is because he himself comes from a chemical engineering background, where he possesses a B.s. M.s. and PhD in that field. This of course shows that academic papers are just a foundation, your grit and hard work will determine where you end up.

What truly lifts the book above all others is the fact that, it is filled with practical stuff that has been used in Jack’s 40 year career at General Electric. It is also structured in a way that guarantees the reader really internalises the lessons spewing from its pages.



The Chapter on Hiring and firing was another one that really spoke to me. Welch explains how differently “success” is defined before and after being a leader. Before being elected, success is all about the position and growing yourself. But once elected, success is all about growing the team and the people who work with you. You can’t be a successful leader if you are unable to lead by example, take risks, make harsh decisions for the greater good, exude positive energy from your team, develop people at every opportunity and learn to celebrate success.

Key nuggets from the book:

#In order to get ahead, you need great ideas - *lots* of great ideas. Nurture a constant flow of ideas from every level of your organization - not just your top managers. The only way to foster such idea-sharing is to develop a culture of candor, where people aren't afraid to speak their minds. Reward them for their candor, even if it makes themselves and others - yes, *you* - look bad.

#In professional sports, athletes who perform best are rewarded lavishly. Those who don't play well are paid the minimum salary and eventually fired. Businesses should operate the same way. It may seem cruel and Darwinian, but in the long run, people are happier doing what they're good at. If they're not excelling, you're ultimately doing them a favor by moving them out of an environment where they know they're a drag on the organization. They'd be happier someplace else.

This is one book that ought to be in the Library of anyone who wants to run a successful organisation

August Highlights



Our reader of the month is Jewel Marombedza who read 5 books

Pupils from Helena Primary school having a feel of visiting a Library. (Left)

Part of the children at the Reading Camp pose for a photo with staff from the Library (Right)



Thank You!

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